



CONVOY DISPATCH

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1934

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Can We Wait Until 1991 for the Right to Vote?

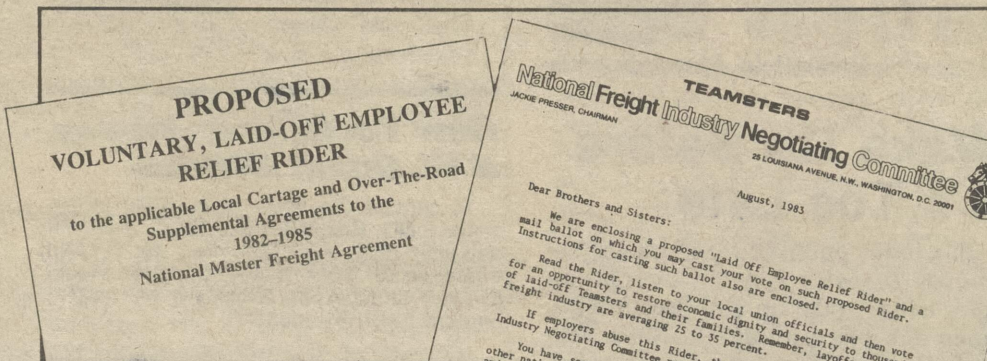
Nonunion Competition



Think about it. Can our union stand five more years of ESOPs, sweetheart deals, contract concessions like two-tier wages, and a leadership that is more concerned with fending off indictments than organizing the unorganized and protecting hard-won benefits?

Can we afford to wait five more years to get the kind of leadership we need to protect our conditions and save our contracts? We don't think so. If you agree, join us in the effort to win changes at the 1986 IBT Convention.

Contract Concessions



How much is at stake at the IBT Convention? Ask yourself these questions to get an idea of how much is on the line when the delegates meet on May 19 to convene the convention:

- ✓ Who negotiates your contracts?
- ✓ Who controls the pension and health and welfare funds?
- ✓ Who appoints the chairman of your grievance panel?
- ✓ Who decides if attempts will be made to organize the unorganized?
- ✓ Who sets the policies on issues like two-tier contracts and relief riders?
- ✓ Who has failed to negotiate master contracts in the grocery and warehousing industries, and let other master contracts go down the drain?

The answer to all of the above questions is the IBT General President and other International and Conference officials. They will all be chosen in May, 1986 for five year terms.

Can We Afford More ?

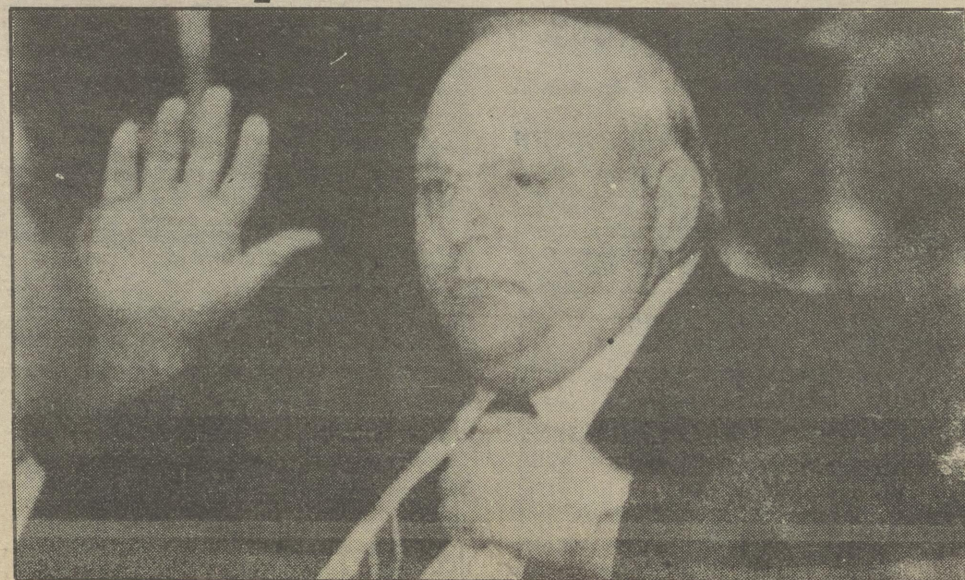
As we approach the 1986 IBT Convention it's urgent that we ask ourselves some hard questions about the future of our union, and consider the consequences of not taking action at this time to turn our union around. We face serious problems that call for serious, down-to-earth answers. But whether our union leadership will be willing to face these problems is another question.

After the last IBT Convention, five years ago, the International Union reported that the union was in "excellent shape," despite the fact that we were already in the midst of a crisis that was wreaking havoc in the trucking industry. Since then, we have seen our union fall into a deeper and deeper crisis.

In 1986 will they be able to close their eyes to the fact that IBT membership has dropped by 300,000, our master contracts are being broken apart piece by piece, and more and more Teamster work is being lost to nonunion carriers, many of them owned by Teamster companies like Consolidated Freightways and Roadway?

What happens at the 1986 IBT Convention in May will affect every Teamster, every local, jurisdiction and contract. To find out more about the convention, and what you can do, see pages 6 and 7.

Corruption





From the Members

What Are Virtues Of NMFA?

Congratulations to Harry Marshall, Colorado Local 17 Secretary-Treasurer, on last spring's ratification of the freight contract. Even as I write now, I can hear your lucid, unwavering voice of leadership lauding the many virtues of the new contract, Harry, and specifically pointing out that it was a "good deal." My question is, for who was it supposed to be a good deal?

Evidently you were not referring to casuals, who are now working less hours at a lower rate of pay—assuming that they are able to get on with one of the few remaining union freight companies. How much of a cut in pay did you take, Harry?

Believe it or not, but there are rational thinking men among your constituents. After having discussed your position on some of the more pressing issues of the freight industry, it has been concluded that you are an ardent subscriber to the "pass the buck" theory of union leadership—you blame the economy and you blame Reagan. Well, gee whiz, Harry, we are all aware of the lousy state of the economy, and painfully aware of the tendency of this administration to favor the company and persecute the working person. The question is, what are you doing to improve our state of affairs?

Speaking of Mr. Reagan, you and he seem to share at least one characteristic—the ability to fool some of the people all of the time. Hopefully, these people will wake up now that it is obvious that you are adversely affecting them also.

You are taking good care of the companies, and by doing so, taking adequate care of yourself, but the tide may just be turning. Remember, you can't fool all of the people all of the time!

A Concerned Brother
Denver Local 17

P.S. I would be happy to sign this letter, but am now working an average of only three days a week, and have enough problems without contending with reprisals from your friends in management.

One More Reason for Joining TDU

I would like to offer one more reason for joining TDU.

In my recent bid for union office I was confronted with the problem of using bulk-mail to send my campaign material. As this had not been done before in my local, the executive officer turned down my request and a subsequent motion I proposed was voted down by the membership.

However, because of what I've learned since joining TDU, I knew I had the right to use bulk-mail instead of expensive first class mail, so I made a call to the Detroit office. The TDU staff went to work immediately, and within a matter of days the Department of Labor notified the local that all



"Our purpose was to break strikes," admitted George Johns, an ex-security guard who left the notorious Nuckols security company, and has now come forward with statements about their activities. Teamsters and other union members have faced the tactics of the Nuckols company during strikes. The company has 400 employees in 19 states, and it has long been suspected that the guards deliberately provoked violence to get anti-picketing injunctions.

Johns is seeking immunity from prosecution to testify before the Senate Labor and Human Resources Committee. His description of some of their tactics:

"One of our guys would walk up to a striker in front of a plant—especially if he had a wedding band—and say he had gone to bed with his wife. When the guy got mad and went after our guy, we'd get his picture and take it to the judge. Sometimes we would use rubber bands and paper clips. They can puncture the skin and draw blood. When one would hit a striker, he'd come at the security officer and we would take his picture."

Johns also described blowing up an electric transformer on one occasion, and setting \$148,000 worth of lumber on fire in another. Both incidents were blamed on the union.

photo by Russ Marshall

candidates for office must be informed they have the right to use bulk-mail.

Unfortunately, most rank and file Teamsters do not have the time nor the means to protect their rights. That's why TDU is so important to us. When TDU helps one of us it is helping all of us. Do your part and join TDU today.

Jerry Gaimari
Local 404
Springfield, Massachusetts

Wake Up Before It's Too Late

In a letter published last January in *Convoy Dispatch* I stated that Teamsters better wake up and face reality. Some did, but a lot didn't. Since that time, Ryder/PIE and Roadway started using the "killer" Jifflox; McLean, Ryder/PIE, Smith's and others have taken ESOPs and carhaulers are going backwards because our union officials did not represent them.

And all of us have suffered with the two-tier clauses that the International Union stated would put more Teamsters back to work.

I think that all Teamsters should consider some important questions:

- Are you making enough to support yourself and your family?
- Did your company go out of business, and are you now working more hours with less pay and benefits?
- How many Teamsters do you know that have had to take nonunion jobs to stay alive?
- Do you realize that our union dues paid for the lousy contracts that we live with?
- Do you know any union officials that have taken the 15% to 30% cut

that many working Teamsters have in pay?

Brother and sister Teamsters, reality is here. Hard times are on us and getting worse. But we do have TDU, let's work for it now, not tomorrow.

James L. Caudill
Local 100
Cincinnati, Ohio

New York/New Jersey & W. Coast Offices

To contact the West Coast TDU office, write: TDU, Box 8548, San Jose CA 95155, and call (408) 971-1035. For the NY/NJ office, write: TDU, YMCA Building, Room 619, 30 Third Ave., Brooklyn, NY 11217, and call (718) 834-0631.

TDU Steering Committee

Co-Chairs:

Doug Allan, #208
Pete Camarata, #299
Linda Gregg, #435
Maralee Smith, #142

Organizer:

Ken Paff, #407

Trustees:

Barbara Boriotti, #804
Cliff Coonley, #600
Mike Friedman, #407

Members:

Emil Abate, #853
John Braxton, #623
Archie Cook, #705
Manuel Diaz, #679
Edward Hernandez, #707
Doug Mims, #728
Mike Savoir, #41

Alternates:

Pete Sercombe, #150
Jerry Simon, #20
Jesse Mize, #688

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Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers, warehouse workers — every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1985 for one year. Our Rank & File Convention had nearly 500 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to reform or to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT HOUR DAY AND FIVE DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.



Washington Watch

Know Your Rights to Use Bulletin Board

TDUers Win Posting Rights

The right to distribute and post information about union and contract issues can be an important right for TDU members. The past year's battles over the freight and carhaul contracts illustrate the need for members to have access to company bulletin boards, break rooms and parking lots to distribute contract bulletins and other information. The current Right to Vote Campaign also stresses the need for this right to be strictly enforced.

During 1985 many TDU members filed charges with the National Labor Relations Board to protect their right to post literature on general purpose bulletin boards. Companies involved include Roadway, M&G Convoy, Ryder/PIE, Matlack, Yellow Freight, Murphy, Anchor, UPS and others. Almost all of these cases have been settled or are going to trial. Looking at some of them sheds light on your rights to use the bulletin board.

Discrimination Is Basis for Charge

The basis for all of these cases has been TDU members' claim that their union-related literature has been discriminated against—that it has been torn down while other literature like for-sale notices are allowed to stay up. The best way to show that your literature has been discriminated against is to produce a witness who saw management tearing it down, or heard management making disparaging remarks about it.

The Board has already decided that belonging to TDU and taking part in activities in support of TDU are protected activities under Section 7 of the National Labor Relations Act.

TDUers Win Cases

TDUer Paul Desrosiers, of Wilmington Local 326, was able to prove discrimination in his case against M&G Convoy because he and a

number of employees witnessed a supervisor tearing down TDU carhaul contract bulletins while remarking that he was "cleaning up trash." Armed with this evidence he won a complaint from the Board.

Another case, involving Yellow Freight members in Lancaster, Pennsylvania, shows that unduly restrictive rules for access to the bulletin board may also be grounds for a complaint. Local 771 TDUers complained that their bulletins were being torn down and the Board issued a complaint and negotiated a settlement that struck down the company's bulletin board rules. The rules included unreasonable limitations on the length of time literature could be posted, and a rule that gave Yellow the right to remove literature critical of the company.

Sometimes companies will offer to settle a case as soon as the Board finds merit in the charge. This was true for Marvin Fortney of Toledo Ryder/PIE, and Harry Brown from Matlack in Cleveland. Their companies promised not to remove TDU literature.

Another tactic used by companies is to remove the bulletin board altogether. Toledo Roadway did this after promising to not remove TDU literature and UPS has done it in a number



of areas. In the Toledo case the Board found that this also violated the act, and ordered them to put the board back up (although this decision is still being appealed by Roadway).

In a case won by Fred Hartstein against Roadway Express, Roadway terminal managers told the Board that the bulletin board where TDU literature had been posted and then torn down was reserved for official union business. But the judge found that because the company's supervision of the bulletin board did not begin until Hartstein first posted TDU literature, and since they never told anyone else that they could not post their own materials, their defense failed.

These cases give an idea of what your rights are concerning the use of bulletin boards. For more information or if you believe your rights concerning this issue have been violated, contact TDU.

Legal Briefs

Jifflox Investigation Extends to Smith's Transfer.

Response to reports in *CD* of injuries caused by the Jifflox dollies has been forthcoming from Teamsters, attorneys and the federal government. TDU has found problems exist at Smith's Transfer as well. Also, at least one injured driver formerly with ETMF (now part of ABF) filed suit against Todco, the manufacturer of Jifflox. Other suits have been filed on behalf of injured Roadway and Ryder/PIE employees.

The National Highway Traffic Safety Administration (NHTSA), in response to information provided by TDU members, has begun an inquiry into Todco and has promised to submit their findings to TDU. NHTSA is empowered to order the recall of the Jifflox. Petitions regarding the Jifflox may be obtained from the TDU office, as well as injury reports and attorney referrals for injured drivers. Please contact us with any information you have.

DOT Says New York Truck Weight is Illegal.

In response to a TDU inquiry, Federal Highway Administrator Ray Barnhart has acknowledged that a 1985 New York State law which would permit trucks of up to 120,000 lbs on the Long Island Expressway and other state highways would violate the weight provisions set down in federal law. The Federal Statute permits trucks of no more than 80,000 lbs on all highways in the interstate system, and states that do not comply are not eligible for federal highway funding. New York officials stated that they passed the new law because it would make enforcement measures easier. Barnhart has promised to take appropriate action to ensure New York's compliance with the federal law. Watch for future updates on this problem.

Comments Sought on Western States Use of Doubles and Triples.

The DOT (Department of Transportation) is seeking public comments on the use of longer combination vehicles (LCVs) in the western states. The comments would become part of a study submitted to the Senate Transportation Committee which will discuss the effects of LCVs on highway safety and productivity and examine variation in state permit systems. The DOT reports that 18 states permit the use of these vehicles, which include triples, Rocky Mountain doubles and turnpike doubles. Weights for these vehicles by state permit are as high as 129,000 lbs in Colorado. The DOT's notice suggests that they are considering a recommendation to raise the current ceiling of 80,000 to permit these heavier vehicles on the interstate system. The DOT is seeking information on which highways should be accessible to LCVs in the states that currently permit them, and whether they should be allowed in other states. Drivers should write to: FHWA Docket number 86-1, Federal Highway Administration, Room 4205, 400 7th Street, NW, Washington, D.C. 20590 by February 1, 1986.

Western Conference:

Retirees Face Health and Welfare Cuts

Suppose you are a retired Teamster getting a monthly pension check and receiving health and welfare benefits. Then your employer goes broke, moves overseas or goes nonunion. That couldn't possibly affect you, right? Wrong. Right now Teamsters in California are faced with exactly this problem, and if employers get their way, thousands of Western Conference retirees will lose their health coverage in this cruel trick.

In March, 1985 the Trustees of the Western Teamsters Welfare Trust considered a resolution that would permit the trust to stop paying benefits to certain participants retiring after that date. Under the proposed change retirees whose former employers bargain out of the fund or who decertify would no longer get their promised health benefits. According to a letter from the trust to the locals and employers involved, the resolution was supported by employer trustees and opposed by union trustees. Due to the deadlock, it was sent to arbitration and no decision has been reached yet.

The effects of this action have already been felt by some California Teamsters. In June retired employees of Douglass Oil learned that they would no longer get their health benefits. They had worked under the Western Master Tankhaul Agreement. Under their supplement they were

transferred in the mid-1970s from the Western Teamster Welfare Trust to the Central California Health and Welfare Trust. The latter fund had the provision that is now being proposed by the Western Teamsters Trust.

TDU is investigating the possibility of legal action in these two situations. Other Teamsters should be aware that changing from one fund to another, or amendments made to your fund may jeopardize your future benefits.

Washington Office



This page is devoted to news from the Washington office of TDU — formerly PROD's national office. Litigation, designing new legislation, and reforming safety regulations concerning all aspects of working conditions and truck design — the Professional Drivers Council of TDU is here to help you. Contact us today at:

PROD/TDU
2000 P Street, N.W., Room 612

Washington, D.C. 20036

(202) 785-3707

Short Takes

No More Unnecessary Stops with Truck Toilet. A new product on the market is designed to keep those trucks rolling, even when nature calls. It's a new compact mini-toilet made to solve that "unwanted nuisance"—the bathroom stop. Seems it features a gelling action that solidifies urine on contact. We want to know: how do you relieve yourself, shift gears, and watch the road without stopping the truck? Another time-saving suggestion: how about using the gelled urine for drug and alcohol testing? Waste not, want not.

Here's a Boss We Love. Superstar singer Bruce ("The Boss") Springsteen has made several pro-union records, and made some large donations to strikes and union-unemployed committees. Now he's fighting a plant closing in his hometown of Freehold, New Jersey. In December Springsteen (along with Willie Nelson) placed a 1/3 page ad in the New York Times entitled "3M: Don't Abandon Our Hometown!" a message from the 3M workers urging the plant be kept open. It's part of a campaign by Oil, Chemical and Atomic Workers Local 8-760.

Peace of Mind comes through payoffs to union officials, says Ralph Scopo, former concrete workers union president in New York who is accused of extortion. In a conversation recorded by the feds, he told a contractor that paying him off would make the boss feel better. "Money ain't everything," he told the boss. He went on to say he wished that he himself was in business where he had to pay someone off. "You know," he said, "it relieves your mind."

OSHA at Work: OSHA hasn't had a director for six months. Meanwhile, OSHA reports that injury and illness rates in U.S. workplaces last year showed the largest year-to-year increase since 1973.

Central States Pension Big Bucks. In 1981 when George Lehr took over as director of the Central States Pension and Health and Welfare Funds, the total salaries and allowances were \$14 million. Three years later, in 1984, they were \$28.7 million, a 105% increase! Meanwhile, the number of participants declined from 511,711 to 434,705. A 15% decrease in membership, a 105% increase in salaries and allowances. Lehr's salary is \$261,087. Some other top ones: R. Kubalanza, \$215,631; R. Warner, \$202,237; T. Hoops, \$181,658; J. Bardgett, \$147,054; D. Van Steyn, \$116,121; A. Levy, \$108,924.

That's Charity for You. A Georgia bell-wringer for the Salvation Army found out that charity doesn't always begin at home when she was fired from her job for not bringing in enough donations to cover her own wages.

Was ESOP Used to Unload Debt and Make Money?

Tragedy of McLean Shutdown

"It looks like something immoral, unethical and very possibly illegal." That's what one McLean steward told us and probably summed up the sentiments of many Teamsters, hearing of McLean's Chapter 11 bankruptcy on January 10.

The *Wall Street Journal* said, "The nation's fifth largest trucking company fell victim to competitive pressures stemming from deregulation," and that may be all there is to the tragedy that cost some 9,000 Teamsters their jobs. But many Teamsters suspect that it is not the whole story.

A number of questions are raised about the bankruptcy, which came just a few short months after McLean stated in the prospectus given to all employees that if they got 80% to join the ESOP, they had a guaranteed credit line from Citicorp. Then on January 9 they announced Citicorp would extend no more credit. What happened? And was this as big a surprise to Wedge management as it was to the employees?

In setting up the ESOP and unloading McLean, was Wedge depleting the truck line's assets and leaving it with little hope to survive? At the time of the separation, valuable properties, including terminal real estate in certain areas, were transferred to Wedge. At the same time a mammoth liability, the pension withdrawal obligation of some \$70 million, was transferred away from Wedge to McLean. Was the ESOP a way to

unload some debt and make money in the process? And why didn't the International Union do a thorough investigation of this financial arrangement, and actually represent our members instead of leaving them to fend for themselves?

Many members are also asking about money owed them in back pay, vacations and sick days. The carrier is claiming that it will pay off the secured creditors (Citicorp) first, then the wage claims of employees. But a McLean attorney told the *WSJ* that after that,

"there's little likelihood of more than 25 cents on the dollar" to others, including our pension plans.

We urge all Teamster locals to do what they can to help McLean Teamsters find jobs with other carriers, especially those with companies picking up the McLean accounts. And we urge all Teamsters to demand our International Union investigate thoroughly the financial plans of corporations presenting ESOPs to their employees, before it's too late—as it is for McLean.

Ryder/PIE Sold to Chicago Investors

On December 31, IU sold Ryder/PIE, its largest subsidiary, to a Chicago investment group, Maxitron Corporation.

Maxitron is a consortium of 700 Chicago attorneys and merchandisers and a five-member group of investors, headed by Maxitron President Gilbert Granet. The investors and Maxitron own Wieboldt Department Stores and the Merchandise Division of Household International. This division in turn owns TG&Y, Ben Franklin stores and Coast-to-Coast stores.

Significant gains will be realized by IU from the sale of Ryder/PIE, and their long term debt will be reduced by some \$40 million. IU will continue to

own some 100 of Ryder/PIE's terminals and continue to lease them to the carrier.

Granet has stated that there will be no management or operation changes. PIE Nationwide, the name of the company as of January 1, will continue the ESOP implemented this past fall.

PIE Nationwide is Maxitron's first acquisition in the transportation business, but won't be its last, according to Granet. They have targetted the trucking industry as a prime investment area and are planning as much as \$2 million in purchases this year. This would place them among the giants of the industry. They are reportedly looking at operations that would be complimentary to PIE Nationwide.

In selling PIE, IU also unloaded its \$100 million withdrawal liability to the Central States and other Teamster pension plans. Some Teamsters have expressed concern that this kind of deal had to be planned long ago, prior to the ESOP.

Rank & File Convention Date Set

The 1986 Rank and File Convention is scheduled for October 25 and 26 at the American Hotel in downtown Atlanta.

The American Hotel is located strategically downtown, just off the interstate, and fifteen minutes from the airport. With plenty of meeting space, a lounge, pool, and 350 guest rooms, the American will make a comfortable setting for this year's convention.

Most importantly, this first convention outside the Midwestern part of the U.S. and Canada reflects TDU's commitment to growth in all areas of North America. It also reflects recent rapid growth in the South.

The American Hotel is a union facility as specified by the TDU Steering Committee. TDUers and Teamsters supporting reform principles should plan now to be in Atlanta October 24, 25 and 26, 1986, for the best ever Rank and File Convention. Registration prices have not yet been set, but are estimated to be lower than last year's convention.

Freight Lines

ABF Considering Separate Contract with Permanent Two-Tier.

In December all Teamsters employed at Arkansas Best Freight (ABF) got a letter from Poe Roger, the corporate V.P. for Industrial Relations, about ESOPs. But it did not tell them that ABF was starting an ESOP. Instead, it laid out that the ESOPs permitted by the Teamsters Union at other large carriers are causing ABF to consider busting out of the NMFA.

The letter claims that the four largest ESOP carriers (McLean, PIE, Smith's and Transcon) represent 17% of the employees under the NMFA, and now, with their 15% wage cut, they will save \$150 million over the next five years. It complains that the union has not viewed the ESOPs as violations of the contract, despite the fact that many ESOP carriers quickly went out of business. Then it gets to the punch line.

ABF claims that the ESOP carriers can now discount and undercut them, and capture ABF's market share. The answer they are considering is a separate contract, with no connection to the NMFA.

The letter also makes it clear that their primary goal is a two-tier contract, making the 70% wage level permanent with no catch up. This is what TDU successfully opposed in the 1985 contract.

Murphy and Smith's Members Accept ESOP.

Beginning January 1, a majority of the employees at Smith's Transfer and Murphy Motor Freight agreed to accept 15% wage cuts in return for ESOPs. 82.5% of Smith's employees and 90% of Murphy's signed up for the ESOPs. The Smith's ESOP will remain in effect for almost six years, until September, 1991, while Murphy's will end December, 1990. No public market presently exists for Smith's stock. Murphy stock is presently traded on the open market at about \$2.50 per share.

Hall's Finally Signs the NMFA.

After trying for six months to get a substandard contract, Hall's Motor Transit has finally agreed to sign the NMFA. The company did get a concession by not having to pay the retroactive wage increases until March 1986. The gift lies in the interest of \$1 million due their employees. Hall's Teamsters are already under a 15% wage cut due to a ESOP established last year.

Connecticut Local 145 Election Victory

Bridgeport TDUsers Beat All the Odds

TDUsers Abe Ferreira, Bob Benedetto and Edward McDonald, along with fellow slate member Paul Keegan, won the top spots in the recent election in 1,700-member Bridgeport, Connecticut Local 145 after a three-year ordeal that saw incumbent Secretary Treasurer William Kuba throwing many obstacles in their way. This was only the second time in the history of the local that anyone had run against incumbents.

Ferreira ran a slate three years ago that narrowly lost the election, after he and almost his entire slate were fired by their employer, Dresser Industries. NLRB charges were filed over the firings, and the board judge agreed that Dresser had participated in widespread unfair labor practices in order to help keep Kuba in office.

But the pressure against Ferreira didn't end there. After the 1983 election he and two of his election observers had their pay cut in half when Dresser re-timed their machines with the cooperation of the union. Kuba also filed internal union charges

against Ferreira, fining him \$1,000 and suspending him from the union—which would have prevented him from running for office again.

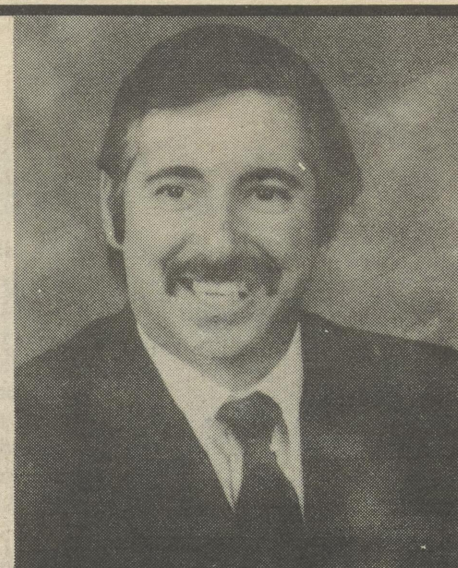
In response, Ferreira filed a Landrum-Griffin lawsuit in district court with the help of attorney Jim Kestell. Based on those charges the judge issued an injunction against Kuba from interfering with Ferreira's rights to run for office.

When the ballots were counted, Ferreira had beaten Kuba by two votes, but then Kuba claimed that the challenged ballots had to be counted before the election was official! He then delayed this for over a week, during which time he and other incumbents were feverishly trying to figure a way out of the results of the election that they themselves had run. Ferreira kept the pressure on and when the ballots were finally counted all three won by larger margins and Edward McDonald was put over the top for the position of Recording Secretary, giving them the majority on the executive board.

I'll Be in Vegas

Abe Ferreira
Secretary Treasurer, Local 145
Bridgeport, Connecticut

Our number one priority now is to bring some effective representation to Local 145 for the first time ever, but I am also looking forward to the opportunity to join other concerned delegates at the IBT Convention in May to propose measures to bring strength and dignity back to our union.



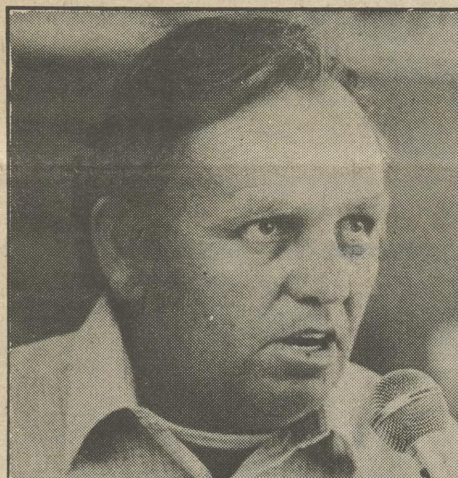
Finally the new officers were installed, but not before Kuba and the other incumbents pulled one more trick: they voted themselves recently purchased 1986 Cadillacs, additional years in the pension plan, six months severance pay and other vacation and sick leave benefits totaling over \$150,000! Right to the very end they showed how much they were out for their own benefit, and how little they cared for the welfare of the local union.

After the election Ferreira stated that his highest priority was to "provide service to the membership,

that will make them proud to turn to the local union and call it their own."

About the election Ferreira stated that, "It has been a long and difficult road, but I think it really shows what can be done—not just by a few people but by the membership. Also, without the untiring assistance of attorney Jim Kestell, and the help and information from TDU, it wouldn't have been possible."

Congratulations to all members of the winning slate on this impressive victory.



Bill Brooke, Local 287, San Jose.

Photo by Bob Gumpert

TDU Election Victories

Striking Cannery Workers Elect TDUser

The 5,000 members of Watsonville, California Local 912 elected new officers in December, including TDUser Joe Fahey as both their Business Representative and Recording Secretary. Fahey, a UPS employee and founding member of Watsonville TDU,

won both positions overwhelmingly.

"It's an honor to be elected, and it's a big responsibility, too. Especially right now with the big strike against union busting employers," Fahey told us.

Nearly 2,000 Local 912 members have been on strike four months at Watsonville Canning and Richard Shaw, Inc., processors of frozen vegetables (for such labels as Birds-eye, Kroger, Safeway and many others). The workers were forced on strike when the companies imposed their own final offer, lowering wages (in some cases down to \$4.35) and stripped away seniority rights and benefits.

The long-time leaders of the local, Richard King and Fred Heim, retired rather than face re-election. King is a personal friend of the owner of Watsonville Canning, and was expected to lose the election if he ran. Instead, Business Rep. Sergio Lopez formed a slate which won most positions, except the two won by Fahey, who ran independently. Lopez promises to open up the union to democracy and has substantially lowered the inflated salary that his predecessor enjoyed.

Another group, the People's Slate, launched by active strikers, ran on a platform of change, but fell short. Hopefully the officers will work with the members now to go all out to win the strike. Also, TDU member Jose Lopez ran for president but finished second in a four-way race.



Joe Fahey, Local 912, Watsonville.

The Watsonville Chapter of TDU has been active for five years, building support for solid union ideas in the face of the do-nothing King regime.

The Local 912 strike is the largest Teamster strike in North America presently, and indirectly affects many thousands of Teamsters, as employers like Green Giant, Smuckers, and food canning corporations watch it. The strike has widespread support from unions, churches, and community groups in northern California.

MOVING?

Notify us of your new address or you will not receive your monthly **Convoy-Dispatch**. The paper is sent third class bulk mail and will not be forwarded to you.

Use the membership application form in any issue of the paper to notify us and write on the top of the form—**CHANGE OF ADDRESS**.

Dissatisfaction with NMFA an Issue

Garrett Freight TDUser Wins VP Spot in 287

In an election which reflected the deep discontent over the IBT's handling of last year's freight negotiations, Local 287 of San Jose, California replaced its secretary treasurer and added a number of new officers to the executive board.

According to Ray Corrie, newly elected BA of Local 287, "The biggest thing in this election was the freight contract. No one was satisfied with this contract, and we were all so mad when TDU had to go out and fight for the right of casuals to vote. We felt that our local leadership should have done that, instead of waiting for TDU to do their job for them."

The election was a hotly contested one which saw the elected BAs, as well as TDUsers and other long-time activists in the 4,500 member general local, divided as to whether to support the incumbent slate led by Secretary Treasurer Bob Spisak, or the challenge

led by BA Mario Gullo. In the end Gullo won with 55% of the vote, while most of Spisak's slate was elected to executive board positions. The members' dissatisfaction with Spisak did not seem to extend to the BAs who ran with him, as virtually all of them were reelected.

TDUser Bill Brooke, also from Garrett, ran with Gullo and Corrie and was elected Vice President. Brooke told *Convoy*, "I'm going to do everything in my power to be a delegate to the Las Vegas Convention, and I want to see Local 287 out there pushing for elected International officers. I'm ready for some changes in the Teamsters and I guess a lot of Local 287's members agree with me."

Gullo has pledged to revitalize the union, set up a social services department, and involve the members, executive board, and elected BAs more in running the local.

RIGHT TO VOTE

Bulletin Board

The Right to Vote Petition Drive has been doing extremely well, with over 28,000 in so far and many more still out in the field waiting to be collected. Southern California is leading the way with over 1500 signatures so far from their efforts. Other areas close to breaking the 1000 mark include Kansas City, Toledo, Cincinnati, Sacramento, Akron, Nashville, Indianapolis and others.

In December, the TDU Steering Committee evaluated the progress of the petition drive, and set May 1 as the deadline for all signatures to be in. While a phenomenal job has been done so far, there are still thousands of Teamsters waiting to sign.

President's Commission backs TDU on the right to vote! As we go to press on January 14 we have received a report on labor racketeering from the President's Commission on Organized Crime. It backs the goal of TDU's lawsuit against the Department of Labor, which says that Teamsters should have the right to elect all delegates to the 1986 IBT Convention. This is one of the Commission's findings. The full report (which will include more details on Presser's Blast squad.) will be out in March.

"Members Too Dumb"

It's rare that someone refuses to sign the Right to Vote Petition when asked, so Davenport, Iowa members thought they would see what happened when they asked Presser right-hand-man, "Blast" leader (and now DRIVE representative for the International Union) Jim Reese, if he would sign the petition. His response? That the Right to Vote was a bad idea since Teamster members were too dumb to make the right choices. He also said

that since delegates at the Convention vote on the officers it isn't necessary. Who is his favorite IBT President? You guessed it — Jackie Presser. According to Reese, Williams and Fitzsimmons just didn't cut the cake.

Reese's fellow Blast buddy, C.D. Jones (who is now listed as President of Blast) apparently doesn't share Jim's views on the Right to Vote — his name appears on petitions sent in from Toledo, Ohio!

Locals Get Behind Right to Vote

A number of locals have gone on the record formally supporting the Right to Vote, and many others are helping with the petition effort. Los Angeles Local 208 members were especially successful at their local meeting — they got a motion accepted that not only supported the Right to Vote, but also urged all BAs and stewards to help the petition drive.

The Right to Vote was also a central issue in many election campaigns across the country, with reform candidates winning in many cases. Some of these successful candidates will be at the IBT Convention as delegates, adding their voice to the growing number of concerned officers.

But more members need to make the Right to Vote an issue at their local meetings. For advice and suggestions, contact the TDU office.

The next evaluation of the petition drive will be in February, and many chapters will be working hard up to that time to keep the petition signatures rolling in. Your help is needed too! Contact the National TDU office for more information, or to order more Right to Vote Petition forms. Now is the time!

**Will you have a voice
at the IBT Convention?
Yes, if you join TDU**

TDU Membership Application

Name _____ Local Union # _____

Address _____

City _____ State/Prov. _____ Zip _____

Phone () _____ Company _____

City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐
Construction ☐ Production ☐ Other ☐

☐ \$25 membership fee—for one year's membership & subscription to CONVOY DISPATCH.

☐ \$60 three year membership fee. (\$10 of this shall be rebated to the local chapter.)

☐ \$15 annual dues for spouses, retirees, and Teamsters who gross less than \$12,000 a year.

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
(TDU membership is kept confidential from employers and union officials.)

Changes Needed in Constitution t

1986: Our C

The constitution is the heart and soul of our union. It can be a tool to enforce members' rights and strengthen our contracts and local unions, or be a roadblock to these goals. The constitution is rewritten at the convention, and it could get better or worse in 1986—depending on whether the delegates have the courage and foresight to stand up for what is right, or if they will buckle under to the pressure of Presser and his cronies, as they did in 1981.

The list at right shows exactly what happened at the last convention—the positive proposals put on the floor by reform delegates, the excuses used by officials to shoot them down, and the results since then.

What issues are addressed and governed by the constitution? Here are some of the major ones:

- **Voting procedures on master contracts, supplements and riders.** If you have wondered why we can't vote on supplements and riders, or why only one-third of those voting can sometimes approve a contract, it is because the constitution mandates it.

- **Salaries and compensation for officials.** Why do most top IBT officials get multiple salaries totalling over \$100,000, 100% COLA protection and three or more pensions, while we are asked to sacrifice? Because the constitution makes it possible.

- **Strike benefits.** Why are they so low that members couldn't even pay their gasoline bill for going to and from the picket line? It's set up by the constitution.

- **Election of top officers and negotiators.** Why is Jackie Presser the leader of our union, and why do top officials retain their positions even though they fail to enforce our contracts and rights? Because the constitution does not allow us to elect our officials directly.

Think about what your contract will be like in 1991 if things continue as they are, think about the kind of pension you will receive and what kind of job security you will have. What condition will your local union be in by 1991? Will you even be working for a union company by then? After May, 1986—four months from now—1991 will be the next chance we have to make major improvements in our union.

Let's not wait until then. Instead let's wake up, get up and make sure our union is prepared to face the tough anti-labor times we are in.

Plan to Be in Vegas

The IBT Convention will begin on May 19, 1986 in Las Vegas, Nevada. To back up the reform-minded delegates who will be there and to let the International know that we want change, we need to have as many Teamsters as possible present. Make your plans now to be in Vegas for the Convention. TDU is planning rallies and other events for the week, and the TDU headquarters will be at the El Rancho Hotel (formerly the Silverbird) which is just a several minute drive from the convention center.

You can book your room arrangements through us at prices of \$35 for a double room, and remember, everything in Vegas is inexpensive (unless you gamble!). For more information on attending the convention contact the TDU office. Guest passes to the IBT Convention should be available through your local union—ask them about it or check with TDU.

What You Can Do to Help

- Order copies of the Right to Vote Petition to help us get signatures.
- Plan to be in Las Vegas in May.
- Join TDU and support the organization that is working for a better union.
- Pass a motion at your local meeting going on record in favor of the Right to Vote.
- Order TDU Right to Vote raffle tickets to help us raise money to support the Right to Vote Campaign.

☐ Send me _____ copies of the Right to Vote Petition. (No charge.)

☐ Send me _____ books of Right to Vote raffle tickets.

☐ Here's my donation of: ☐ \$50 ☐ \$25 ☐ \$10 Other _____ to support the campaign.

Name _____

Address _____

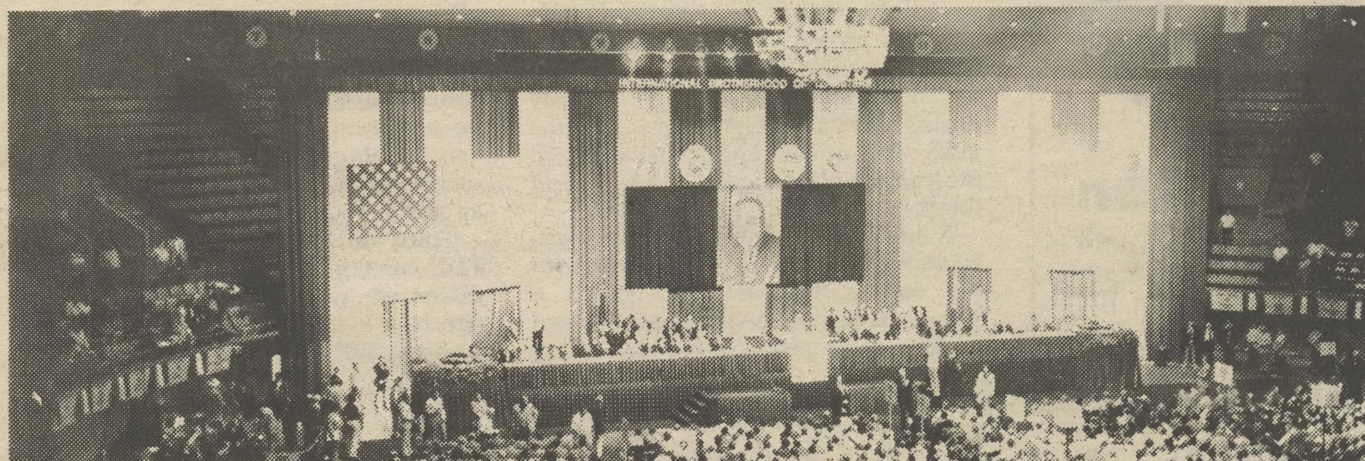
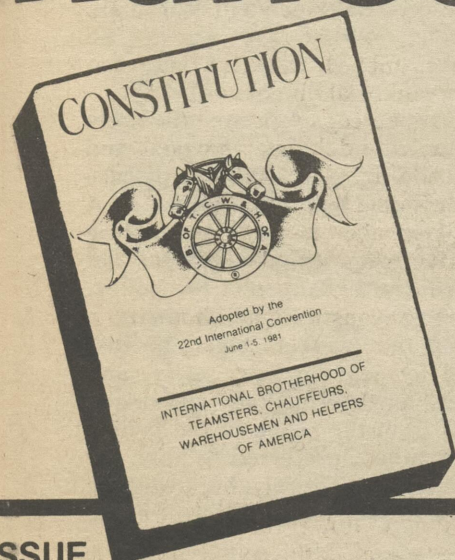
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on to Make Our Union Strong Again

Chance to Turn the Tide



ISSUE

RIGHT TO VOTE FOR INTERNATIONAL OFFICERS

STAND MADE BY REFORM DELEGATES

Made motion for Right to Vote. "We need our members to stand together and meet the challenges ahead, but participation right now is low. We had better look at that and open this union up for membership participation in every way that we can, and letting the members elect their International Officers is the best way there is."

—Pete Camarata
Local 299, Detroit

INTERNATIONAL'S RUBBER STAMP SAID:

"This could only cause more confusion."

—Henry Bechard
Now in Management
for Central Transport

"I speak against what they propose."

—J.W. Dildine
Now working for
NuCar Management

RESULT SINCE 1981

Presser selected by GEB in 1983. Never elected by a vote of rank and file at any level.

ORGANIZING THE UNORGANIZED

Resolution for a detailed plan to organize the unorganized in general and in the freight, tanker, and construction industries in particular. "Also pressed for allocation of sufficient resources from the International."

"They are in the process of doing a very capable job already."

—Jack Jorgenson,
Co-chair, IBT
Resolutions Ctte.

IBT membership drops to 1.6 million from 1.9 million. Master agreements have broken down.

MAJORITY RULE ON CONTRACTS

Made motion to eliminate the 1/3 to ratify contracts rule. "I do not think it is fair. I think that the majority should rule whether you have got a contract or you haven't."

—Doug McLeod
President, Local 31

"We fully support the two-thirds rule."

—John Blake
Local 274

Many contracts forced in by minority, most recently the Northern California Grocery contract.

OFFICIALS' SALARIES

Resolution to have a ceiling of \$100,000 on officers' salaries, and eliminate multiple salaries.

To raise the salaries of all General Executive Board members.

A record 76 officials make over \$100,000 in 1984. Presser becomes highest paid labor official in world.

STRIKE AND OUT OF WORK BENEFITS

Made motion for \$70 first four weeks and \$90 after that. "Many employers are forcing lockouts. . . this would help us deal with hardnosed employers and organize new members. . ."

—Doug Allan,
Local 208

"What the hell, we don't want to make it too fat for the guy on the picket line or he'll never go back to work."

—Robert Barnes,
Local 301

Right now 2,000 Teamsters in Watsonville are in the fifth month of a strike against union-busting, trying to survive on strike benefits.

ESTABLISH ETHICAL PRACTICES COMMITTEE

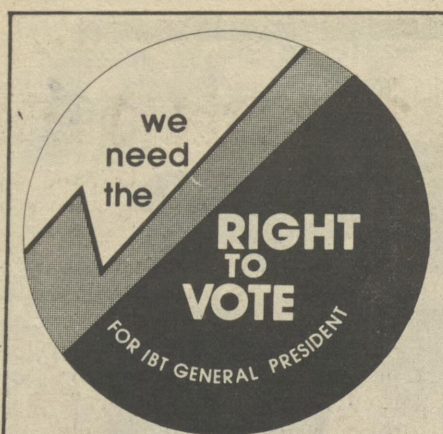
"...to develop an ethical practices code for the purpose of insuring the highest fiduciary standards among officers and the prevention of the use of any office for personal gain or enrichment or nepotism."

—Bob Janadia
Local 337

"We don't need ethical practices. . . I want to see this thing voted down 100%."

—Bob Coy
Local 243

Since 1981 Williams has been convicted of bribery and conspiracy; IBT VP Schurr has been convicted of taking payoffs from employers; IBT VP Provenzano convicted for defrauding a health and welfare plan, and Presser took fifth amendment at hearing before President's Commission on Organized Crime.



New Button

A new Right to Vote button is available from TDU. Order some today—prices are \$1 each; 10 for \$5; and 35c each for 50 or more.

Paul's Trucking, Local 863, New Jersey

N. Jersey TDUs Get Action

TDU members at Paul's Trucking Company in New Jersey recently won improvements in a unilaterally imposed absentee policy. The company, which is owned by and drives for the Pathmark supermarket chain, raised the question of an absentee policy during contract negotiations in June 1985. The union, Local 863, rejected the company's policy at the time and the matter was dropped.

A few months after the contract was signed, and with no discussion with the union, the company posted a 3-page absentee policy that allowed workers to be disciplined even if they

were absent because of court appearances, work-related injuries or sick leave, all of which are authorized days off under the contract.

The workers were furious, and demanded that the union take action. BA Jimmy Paone told the drivers that he approved of the policy and there was nothing they could do because management had the right to impose an absentee policy.

Thirty of the workers attended a TDU meeting in New Jersey and discussed the problem with Frank Greco, a long-time TDU activist, and with the TDU regional organizer. The

workers decided to start a petition drive protesting the policy. A committee of five was elected to coordinate the drive. Within one week, 186 signatures were collected on the petition.

The negotiating committee then met with Paone, who was arrogant and condescending, but agreed to discuss the objections with the company. A week later the elected negotiating committee met with management and won significant changes in the policy. The company agreed to eliminate a provision that workers could be disciplined for leaving work early, and removed all contractually-authorized days off from the scope of the policy. Some members preferred to have the policy rescinded entirely, but everyone agreed that the changes were for the better.

Fresh from this victory the TDU committee is now turning its attention to the serious problem of overuse of casuals. Of 450 drivers who drive Paul's Trucking equipment, about 150 are casuals and employees of labor-leasing companies, most of which are nonunion. These drivers get paid less and have no benefits. The union drivers are worried about this threat to their jobs and are investigating how to stop this abuse.

Cites Breach of Duty of Fair Representation by IBT

Suit Filed Against Drug Testing

A four-count suit has been filed in U.S. District Court against Yellow Freight Systems, Local 63 and the International Union over discharges from the new drug testing provisions in the NMFA.

Since the program has been put into effect, the TDU National Office has received many reports about discharges from the drug testing procedures and irregularities and illegalities involved with the drug tests.

On December 2, a fifteen page brief was sent to Jackie Presser and R.V. Durham, IBT Safety and Health Director, outlining the difficulties being experienced with the drug tests. The brief suggested that some cases lost at the grievance panel should be reopened based on scientific evidence regarding the inaccuracy of the testing procedure, the possible breach of contract and duty of fair representation issues involved, and because of such practices as relying on an "anonymous tip" as the basis of probable cause.

The suit was filed in Central California District Court over the case of a Yellow Freight employee, Jerry Westover.

Question of Probable Cause

Westover was fired for presumption of intoxication when he initially refused to take the drug test. The basis for his refusal was that the company had no probable cause in ordering the test. Probable cause is a highly defined legal term, and involves much more than the company's claim that Westover was "lethargic." The grievance panel later upheld the discharge.

The lawsuit based on Westover's case and applicable to similarly situated Teamsters claims: 1. that Yellow Freight System breached the contract by requiring the drug test without having probable cause to believe that Westover was intoxicated; 2. that Local 63 breached its duty of fair representation; 3. that the IBT has breached its duty of fair representation by failing to provide the proper training and education to local officials; and 4. that

the requirement of drug testing, in the absence of proper probable cause, is a violation of personal privacy.

TDU applauds all efforts to make our highways safer. Those driving under the influence of alcohol or drugs should receive the proper discipline and a chance at rehabilitation. However, the current application of the NMFA drug testing procedures has jeopardized the livelihoods of thousands.

Example of How Master Contracts Are Being Destroyed

Tank Contract Strongly Opposed

On December 12 a tentative agreement was reached on the Central States Area Tank Agreement. With some ratification votes already in, the response so far indicates vast opposition to the contract.

This contract shows exactly how a master contract covering many employers in the trucking industry can degenerate into complete chaos. Individual companies, and even individual barns, are getting riders with separate wage scales.

Besides offering a two-tier 70%-80%-90% wage scale, and inclusion of drug testing provisions, the master agreement is actually nothing but a set of individual relief riders. Given this situation, a Matlack driver from the Cleveland terminal could make more, or less, than a driver from the Toledo terminal.

A reason for this breakdown can be traced to new contract language that allows backhaul loads by making locals wave their right to oppose the use of foreign drivers delivering loads out of their jurisdiction. This will mean that the lowest wage scale terminals can haul freight throughout the entire system. There are some weak provisions detailing how the union can maintain some equalization of the workload, but it openly admits that there cannot be perfect equalization.

Opposition to the contract points out the incredible chaos surrounding the situation. Chairman of the IBT's Automotive, Petroleum and Allied Trades Division George Vitale has said that he is ashamed to even propose the

contract to Michigan tank drivers, and is recommending a no vote. The BA from Jackie Presser's home Local 507 in Cleveland is not recommending it, and Toledo Local 20 is on record in favor of a no vote.

Rusty Albright, chief negotiator, has been busy trying to sell the deal, but with little luck.

More Confusion

To add to the confusion, A&C Carriers in Michigan voted on their own company rider. A&C, which is party to the master agreement, came up with one agreement for their Marshall, Muskegon and Flint terminals, and another for their Niles and Detroit terminals. Votes were taken on this before the master was even proposed. The economic package called for an end to hourly wages which had already been cut by \$1.50 to \$11.77 during the life of the last agreement. The new proposal called for a percentage on the gross load of 23% and no COLA. The proposal was unanimously defeated in Flint, Marshall, Muskegon and Detroit, while it passed in Niles.

The situation in tankhaul has been disastrous for Teamsters. Cut-rate nonunion operations have put the squeeze on unionized carriers and their employees. Instead of regulating the industry through organizing and establishing a recognized wage scale, the IBT has offered a green light for carriers to cut wages everywhere and use the lowest scale drivers throughout their systems. It seems as though

many local officers have seen this contract for what it is: suicide for their members and their locals. Now it's up to the members to send this back and make sure a real master agreement is negotiated.

Blast Leader Eyed by DOL For Payoffs

The December 26 *Detroit News* broke a major story about a federal probe of Teamster Local 124 Business Agent John Burge for allegedly taking payoffs from air freight outfits in exchange for sweetheart deals.

Burge has been prominent in anti-TDU activities, and was a leader of the 1983 violent attack by "BLAST" against a TDU Convention in Romulus, Michigan. TDU leader Pete Camarata pointed out that "Presser's BLAST squad claims to be good, loyal Teamsters. It seems that payoffs and sweetheart deals are more what they are about."

According to the affidavit of Craig Woodhouse, Department of Labor agent, Burge took bribes totalling over \$25,000 in exchange for signing a contract that had a wage ceiling of \$11 an hour and no benefits. Burge told the employer that Local 299 would require them to sign the NMFA at over \$13 per hour, with benefits, but that he would give them a better deal for a price.

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Local 70 UPSer James Knox.

710 Gives UPS \$9.38 an Hour F.T. Drivers

Fulltime drivers making \$9.38/hour? You bet. As we go to press, sources tell us that Local 710 has given UPS the right to pay fulltime air shuttle drivers \$9.38 an hour—the first time ever that the two-tier wages have extended beyond part-timers (as set in the master UPS contract).

In the late fall, four air shuttle runs were transferred from Urbana, Illinois to Decatur due to problems with the Urbana airport. Everything was fine until it was time to bid on the jobs. The company insisted that they go to part-timers making the lower wage rate. When Decatur drivers protested, the company said fulltimers could bid on them, but only at the lower rate of \$9.38.

A grievance was prepared and calls to Local 710 made. Now the drivers have been told that the original four people to bid on the jobs will get the top rate, but that everyone after that will get the job at \$9.38.

As far as we know, this condition does not exist anywhere else in Local 710. If members have information on this, please let the TDU office know.

United Way Donations Pulled to Put on Pressure

UPSer Wins Job and Backpay

Kim Cotter and Doak Jones
United Parcel Service
Local 70, Oakland, California

Who says you can't teach an old dog new tricks? Workers at UPS' Oakland, California hub just keep coming up with new ways to deal with management harassment. The latest round in this battle was when part-time supervisor Tim Tarman decided to make an example of James Knox, a move which he surely regrets by now.

Tarman has a history of harassing workers over productivity, and went so far as to provoke a violent confrontation with a steward a year ago. Tarman, like most of Oakland management, is white, and Knox, like the majority of union members there, is black. Knox is known as a hard worker, a quiet guy who pretty much minds his own business.

When Tarman came around and started yelling at Knox to work faster,

Knox calmly told him, "I am doing my best, I give a fair day's work for a fair day's pay." Tarman then threatened to fire Knox if he didn't speed up. Knox replied, "You can't do that, my union doesn't recognize production standards." This was the last straw for Tarman, who got in Knox's face, stood on his foot, and started screaming.

Everyone's patience has its limits, but all that Knox did in reply to this was flick Tarman's tie with his fingers, saying, "Look pal, this tie gives you no right..." Tarman then punched him.

After Knox hit Tarman back a few times, they were pulled apart and Knox backed away. But Tarman was so out of control that he broke loose, punched another worker in the face, and then tackled Knox, injuring the ligaments in his knee. Both Tarman and Knox were taken off the job and fired several days later.

In some centers the story might

have ended here, but Oakland has some solid TDU members, good shop stewards among drivers and inside workers and a business agent, Marty Freitas, who is willing to back up members and stewards.

After the incident, signs began to appear on dozens of workers' cars parked around the hub, calling for Knox's reinstatement. People were mad and were prepared to show it in an organized way. At the panel, the issue was deadlocked, and members used the ensuing time to put pressure on management.

Protection Plan Set Up to Support Knox

Members also started approaching managers asking when Knox would be hired back. Most important, a "Rank and File United Worker Protection Plan" was set up to help support Knox, his wife and month old daughter. In just a few days nearly 40 workers signed letters asking the company to stop their United Way deductions so that they could turn it over to the plan.

At this point, the company threw in the towel and less than a month after being fired Knox was asked to come back to work with full backpay. When he walked into work his whole line stopped for several minutes while everyone cheered "James! James!" As he put it, "They weren't just cheering for me, they were cheering for themselves, too. We stuck together and we all won."

Since Knox's firing new division manager Ron Corinti, brought down from Portland, Oregon to "whip Oakland into shape," has fired three more workers in a row. All got their jobs back with full backpay. Corinti is learning the hard way that in Oakland the dogs bite back.



The UPS Committee of TDU has kicked off a write-in campaign to the TV Show "60 Minutes." The goal is to shed some publicity on UPS' practices and the IBT's lack of representation. To order addressed postcards (pictured above) write the TDU office. Price: 10 cards for \$1.

UPS and Downs

Birmingham, Alabama Drivers Vote Down the Incentive Plan.

On November 26, UPS in Birmingham, Alabama had a breakfast for the drivers. What followed breakfast wasn't on the agenda—the company said that there would be a vote then and there on whether the center would have the incentive plan or not. Despite the quickie vote, though, the members voted it down.

If UPS is asking to have the incentive in your area, remember that it is a mandatory bargaining issue with the local union. If the company refuses to bargain, Board charges can be filed.

Federal Express Drivers Want Union.

California TDUs report that Federal Express drivers at the Oakland Station center are talking union. Their reasons: the company is cutting back hours, bringing in more part-timers, pushing for greater productivity and generally treating the drivers poorly. IBT: how about organizing these non-union drivers?

Change in Trailers Poses Potential Hazard.

Ohio feeder drivers report that new trailers being introduced by UPS have a new locking mechanism that works exactly the opposite of the old one. The pintle hook lock on the old trailers was activated by turning the air on. If it didn't lock automatically, you pulled the button out. New trailers require that the button be pushed in and held in until the air pressure builds up. Apparently the company is starting to switch the old trailers over to the new system, but in the meantime there is danger of confusion over the correct system to use. Feeder drivers let us know if this is true in your area, and we will do any update in future CDs.

Collection Taken for Driver Killed in Crash.

Some \$2,000 has been collected by UPS Teamsters in the Northern New England states in memory of a New Hampshire package car driver killed when his truck was thrown into an ongoing trailer truck. The company has reportedly offered to match the amount raised, which will go to a fund to buy sports equipment for kids' teams in the driver's home town.

"Plastic Coffins" on the Road.

A Maine feeder driver was severely injured when he was thrown from the cab of the new Mack he was driving. A drunk driver struck his truck and the seat, with him in it, flew right out of the cab—followed by the shards of fiberglass from the cab. Maine feeder drivers have dubbed these 1984-1985 Macks "Plastic Coffins" because they are made almost entirely of a high grade fiberglass. The company reportedly made it possible for the drivers' wife and kids to be near the hospital in Boston. How about going one better and preventing these hazards by having safe, well-built tractors?

Brown Dog News Has New Address.

The *Brown Dog News*, one of the longest running rank and file UPS newsletters, has a new address. *Brown Dog* editors tell us that they'd be happy to send any and all UPSers a copy of the *Brown Dog* if they send them a stamped, self-addressed envelope. Don't worry, you won't be barking up the wrong tree by ordering this newsletter. Their address is: *Brown Dog News*, P.O. Box 2334, Oakland, California 94614.

New UPS Recruitment Brochure Available.

A new brochure has been produced by the UPS Committee of TDU which outlines what TDU has done for UPS Teamsters over the last several years, and gives reasons why UPSers should join and support TDU. The brochures are free to TDU members—order some today by writing the TDU office.

Ancillary Charges Grievance Lost

News from Carhaulers Around the Country

Lansing Anchor drivers recently elected a new steward and committee, replacing steward Don Beecham, who also serves as president of Local 580. Dave Smith received 171 votes to 31 for Beecham. A previous election had been clouded by ballot irregularities. The Lansing TDU Chapter supported Smith and a slate of committeemen, most of whom were also elected.

Flint Complete drivers voted down their local rider by a substantial margin, but with a low turnout. One driver told us that the vote was more of a general protest than over a specific hot issue. He predicted the rider will go back into local level negotiations.

Moraine, Ohio Complete drivers are upset over the imposition of a new half-rate backhaul out of Poletown. The deal was reportedly set up by Secretary Treasurer Wendell Quillen while the regular BA was out of town. Quillen and the company are saying that no vote is needed because Moraine already has a half-rate with CCI in Dearborn. But half-rates are defined by the traffic covered and are not issued on a blanket basis for plants or terminals, so this excuse doesn't hold water. We'll see in the future if the International will uphold our right to vote on new competitives.

The arrogance of CCI toward our union comes through crystal clear in an internal memo relating to yard operations at the new Poletown plant in Michigan. The memo is called "Introducing National Trucking" and is signed by Steve Stoneham, operations superintendent.

The memo says: "It is a nonunion company, that works on an incentive. It will be made up of 18 to 24 year old college students...After three or four months of operation these employees might be allowed to organize into an association or union. However, no definite plans are set in stone. National Trucking will railroad and will also handle vehicles as our releasing

agent, in and out of the plant and to and from the loading area."

National Trucking is a fiction clothed as a new company, but is in fact part of CCI which wants to avoid paying contract rates. Carhauleders should remember that UPS started out with a few part-time college students and now over half the workforce is part-time. With the permission of Charlie Thompson of Oklahoma City, Wendell Quillen of Dayton, Ohio and other Teamster officials, a similar attack on Teamsters in carhaul has gotten up a good head of steam. This should have been corrected in the last contract, but forcing our union officials to take a stand against it now and in the next contract will be one of the biggest challenges facing rank and file carhauleders.

We recently heard that a **Texas Jack Cooper** driver was quickly returned to work with some back pay after a drug test.

Unfair and unreliable drug testing is causing havoc in freight. Before the strike, carhaul companies were openly saying they would institute similar programs. We feel that the educational work done in our contract bulletins and the TDU challenge to this program in freight has so far kept carhaul from being hit. (See article page 8.) Although there are still many big problems and many drivers are disappointed by the results of the strike, it is important to recognize that our work did accomplish some important things.

But let's not get caught trying to close this barn door after the horse is already out, as has happened in freight. Please report any management efforts in the area of drug testing. We depend on you to keep us informed, so we can pass along the information.

NuCar owner-operators in the East and Central/Southern lost recent grievances over ancillary charges that

Teamsters Cross Tribune Strikers Lines



Members of three different unions who work for the Chicago Tribune have been walking the picket line for six months against union-busting. A rally in support of the strikers recently turned out over 10,000. One union's support, an important one, is missing. Teamsters Local 706, the newspaper drivers, is not honoring the picket lines. Is this the kind of support the IBT would have shown if the ITU had voted to merge with us last year?

cut their income from between \$6,955 and \$15,000. The contract requires management to justify any such charges, which the company deducts from the revenue before it is divided 35% to the company and 65% to the owner-operator. But records of these grievance hearings show the "justification" is a charade. Providence, Rhode Island Local 251 made a strong presentation.

NuCar's argument was illogical and contradictory. Included were "terminal wages, yard wages and fringes, all health, welfare and pension contributions, office supplies, utility costs, service vehicles," and on and on. Does the company want its 35% to be pure profit? The contract clearly states that drivers' health, welfare and pension are to be paid by the company, in addition to the drivers' 65%.

Walter Shea, Bill Joyce, George Rohrer, Morand Schmitt, Sam Stints-

man and Charlie Thompson made up the rogues gallery of union reps on the panel. They completely failed in their duty to Teamster owner-operators.

None of these men are actively involved in representing carhauleders, but they hold tremendous power because Jackie Presser appoints them as co-chairs of our grievance panels. You might think there would be a shakeup after the way these guys messed up last year's contract, but it looks like Presser will keep the same old cronies in charge. And that's a pretty good reason to sign the national petition for the right to vote on our International officers.

Framingham Anchor drivers took a poll which went heavily against allowing the continued use of about 40 stinger trucks as unassigned equipment. This dispute between management "flexibility" and union seniority is a year old and is not over yet.

Get your TDU Jacket or Vest

TDU jackets and vests are well-made and durable. They display a Teamster patch and American flag on the front, and the TDU "keep on trucking" logo, shown below, on the back. Jackets are lined and warm, and the vests are perfect for working on the dock on those cold days.

Lined Jackets\$22.00
Vests\$22.00
Sizes: XL, L, M, S. (Larger sizes available at slightly higher prices.)

I am enclosing \$_____ for:

_____(no.) _____(size) Lined Jackets

_____(no.) _____(size) Vests

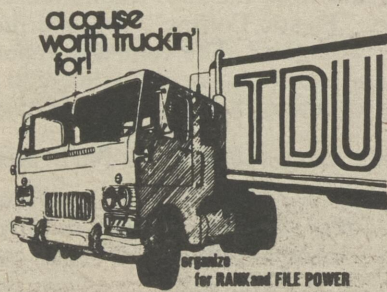
Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Company _____ Phone _____

Mail to: TDU, P.O. Box 10128, Detroit, Michigan 48210



Kroger Pact Rejection Leads to Better Offer

In January thousands of Kroger Teamsters are voting by mail on new master language. The master language changes being voted on are to increase the pension contribution rate to \$61 a week (top bracket for the Central States Plan) effective January 1986; and to provide for weekly DRIVE contributions where individual Teamsters sign up for it.

The offer is a major improvement over the deal cut last July by Bobby Holmes of Detroit and Bud Smith, the union negotiators. The local unions involved rejected that offer. TDU had circulated an alert around the Kroger system, urging rejection, because it delayed the pension improvement for a

year, and it contained a replacement employee clause to allow more use of casuals.

The offer now being voted upon still delays the pension increase somewhat over the contract anniversary dates in most areas—most Kroger local contracts were signed in summer and fall of 1985—but the delay is much less than previously proposed. And the disastrous "replacement" clause is out, although Kroger is free to try to get such clauses at the local level.

Once again Teamster members have shown a lot better judgement and unionism than our International negotiators, and won a better contract by being vigilant and united.

Elections Show Teamsters Want Change

Roundup of Local Union Elections

The results are in from dozens of Teamster local unions which held elections in the past two months, and the mood that comes through is that Teamsters want a change! In fact, in most locals reporting, change took place, despite all the big advantages incumbents often have in Teamster elections.

More steps forward were taken in the latest round of union elections—for the rank and file and for TDU. Here is a rundown of as many elections as space allows at this time. If you have news on your local election, please contact us and we will try to get it in the next issue of *Convoy Dispatch*.

A reform slate succeeded in gaining power in the large **California Statewide brewery and soda bottlers Local 896**. All but two of the incumbent officers lost their seats, and one of them, Sec.-Treas. J.J. Close, won by only 16 votes. As newly-elected northern California BA Bob Mattingly put it, "The most fundamental mistake that an official can make is to substitute himself for the members. The unions were built from the ground up by those members."

The reform slate's program included a two-year officers' salary freeze, translating important union documents into Spanish and re-establishing the stewards' committees.

In **Spokane, Washington Local 582** TDU member George "Clyde" Ragland was reelected to a second term as a trustee of dairy Local 582, with the second highest vote total of any candidate. George made it clear that his priority over the next four months will be TDU's Right to Vote Campaign, and is planning to be in Las Vegas in May to see that the convention deals with the issue of the members' right to choose who will run our union.

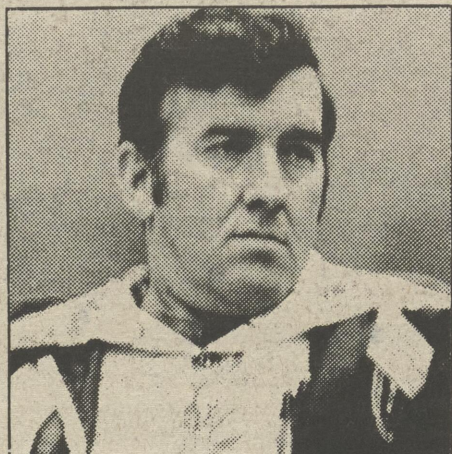
New York City Area Local 804, a large local with nearly 5,000 members employed at UPS, saw the incumbent Ron Carey slate win easily over two challenging slates. Carey has been an outspoken officer on UPS management's anti-union tactics, and came out strongly against the recent two-tier UPS national contracts. Both groups of challengers seemed to agree with that stand as well, and various different TDU members supported all three slates.

Columbus, Ohio Local 413, a large trucking local, saw the incumbent slate headed by Tom Tignor defeated, with two challenging slates splitting the various offices. Two on Tignor's slate won also. Local 413 elects BAs as well as officers, thanks to a bylaws change made in 1981 by TDUs and others. The new president is Jerry Payne, and the new secretary treasurer is Charlie Teas, who ran on a different slate from Payne. Tignor came into office as a "reformer" three years ago but quickly accommodated to Presser. Teas and some other BAs and officers split away from Tignor for this election.

In **San Antonio Local 657** incumbent Raleigh Mull won re-election in a low turn-out against a strong challenge by a slate headed by Roadway steward Tom Salinas and UPS steward Arturo Fernandez. The walk-in vote in San Antonio was split down the middle,

but the mail-in ballots from outlying areas went heavily for Mull. This was the closest race Mull has faced. He is widely known in the south for his sweetheart deals and inability to organize.

In **Detroit Truck Drivers Local 299**, the incumbent Pete Karagozian slate was upset by Ron Owens, who was backed by International VP Bobby Holmes. Karagozian was weak in freight where he supported the 1985 NMFA and had a "revolving door" of various BAs. His political strength was among



Clyde Ragland, recently reelected trustee of Local 582, is planning to be in Las Vegas in May for the IBT Convention.

car haulers, where he strongly opposed the sell-out contract Presser signed. (The political lesson here seems obvious.) TDuer Pete Camarata ran for trustee and did as well as the Karagozian slate but failed to win against the complete sweep by Owens. In **South Carolina Local 28**, the incumbents were swept out and replaced by former officers Frank Wood and Morris Stepp and their slate. The losing incumbents came into office three years ago with promises of reform but quickly became the biggest Jackie Presser boosters in town, and rather friendly to the employers as well. Members seem hopeful the new officers will be more independent and take a stronger stand for the membership.

In the **Central Massachusetts Local 170** election all incumbents retained their positions, and two vacancies for business agent and one for trustee were filled by Harold Barry and Buzz Barry respectively. In a first bid, TDuer Colin Proctor missed a position as Trustee. Former UPS driver Bill Miley, elected for the first time three years ago was re-elected for a business agent position.

Dubuque, Iowa Local 421 reformers missed in their bid to unseat the incumbents in that local in a race that was marred by questionable election procedures on the part of the incumbents. A change was made from traditional walk-in ballot voting to a mail-in, at the last minute, leaving the challengers less time to campaign. Local head William Delaney also stated at first that ballots would be picked up at the post office, daily! He also told members that they could "stop by" the hall to hand in their ballot if they couldn't get to the post office. Protests were filed by the challengers on these outrageous procedures, and they were changed,

though not without affecting their campaign.

Springfield, Massachusetts Local 404's election saw the re-election of incumbent president Al Tardy in a race jammed with many slates and individual challengers. TDU members Jerry Gaimari, Walt Patterson and Rich King made a good effort but fell short in the crowded race.

Interestingly, one of the challengers for Tardy's position was hired by Tardy as an organizer in December.

In **San Francisco Local 85** TDuer Phil Obershaw lost a hotly contested race against incumbent President John Estes by only 25 votes. The election also saw Ray Talavera lose out to newcomer Ron Wells in the race for Sec.-Treas. Obershaw was one of the four casuals who filed suit against Jackie Presser last spring to win casuals the right to vote on future freight contracts. He told CD, "I think I did real well for my first time out, and I'm still out there building TDU and trying to educate myself on how the rank and file can fight for our rights."

Los Angeles Local 63, where candidates on their way to the nominations meeting were beaten up and sent to the hospital, held another nominations meeting on January 4. This time, no one stood up to be nominated, and it is impossible to say whether this was due to intimidation, or represented a lack of real opposition to incumbent Sec.-Treas. Bob Marciel. In any case, Los Angeles TDUs say that they feel the local did the right thing in ordering a second nominations meeting.

In **Seattle Local 174**, TDU member and UPS trailer driver Bob Hasegawa ran a solid educational campaign for Recording Secretary. He ran as an independent in a race with three full slates. The incumbents held onto all positions, and as Hasegawa told CD, "I think that my campaign had an impact. I targetted the shop stewards and spent a lot of time talking to people about how their union works—

or doesn't. I think this campaign was one more step towards the members having power in our local."

The past two issues of CD reported on other local election results, including the following areas where challengers pledged to reform won out or made some gains, including some TDU members: **Hartford Local 559**, **San Francisco Local 278**, and **Knoxville Local 519**. We note that a **San Francisco Local 921**, where TDuer Jack Ford won a trustee spot, was mistakenly identified as Local 912, last issue.

With this round of elections more steps have been taken toward rebuilding local unions. A real test for new and old officers alike will be the IBT Convention, where they will have the chance to stand for positive changes in the IBT.

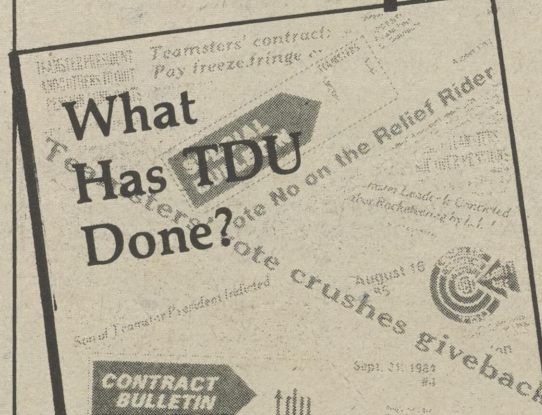
Election Gains for New Ohio TDU Chapter

"It amazes me that with just a little educating ourselves and a little organizing, what we did in the election. It shows what we can do when more members get involved." That's what Frank Zerman told us after getting elected trustee of Mansfield, Ohio Local 40 in December.

Zerman, a driver for Signal Delivery, and UPS driver Tim Weaver ran together and both won easily. Weaver is now the new VP of Local 40. There was no challenger against Don Crowe, the top officer. Not only did these two TDU members win, but two other challengers won also. Crowe announced after the election he would retire in 1986.

The flyer put out by Weaver and Zerman included the right to vote for IBT president as part of their platform, along with local issues.

New Pamphlet from TDU



A new pamphlet published by TDU should be a tremendous help to TDU recruiters. **What Has TDU Done?** answers one of the most commonly asked questions, and is an impressive list of TDU's many accomplishments. Prices are 50c each; 40c each for ten or more.

Name _____

Address _____

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Amount enclosed \$ _____

Return to: TDU, P.O. Box 10128, Detroit, MI 48210

Deregulation, Nonunion Competition Make Safety Low Priority

Death Toll Up as Truck Safety Declines

Facts can be dreadfully blunt. They are never really able to reveal the horror or the severity of certain situations. They read only as cold numbers. For example, 37,000 truck accidents in 1984, 2,800 deaths and 30,000 injuries.

The truck accident rate has jumped a grisly 18% in one year. Experts agree that when the accidents are tallied for 1985 the rate will be even worse. Facts like these are hard to ignore because they have to do with people's lives.

Something is seriously wrong on the nation's highways, in trucking industry board rooms and in our government when safety has been allowed to decline to the tragic level it has reached. This article investigates exactly what is happening.

IBT Admits Danger of Situation

R.V. Durham, IBT Director of Safety and Health has called the implementation of the 1984 Truck Safety Act "incomplete," citing "disastrous" safety conditions within the industry. He laid the blame on deregulation and the sacrifices marginal carriers make in safety for the sake of profit.

Deregulation has had an adverse effect on safety. In a deregulated environment, every cowboy with a truck has access to the roads. Since the passage of the Surface Transportation Act, the Interstate Commerce Commission (ICC) has issued permits to nearly everyone who asks. The only limitation is that the applicant obtain a satisfactory or provisional safety rating

from the Bureau of Motor Carrier Safety (BMCS) and provide proof of insurance.

Most applicants get the provisional rating because they have no safety record. They can then operate a year or more before undergoing a BMCS audit. Representative Cardiss Collins (D-III) recently provided a list of 3600 carriers who had been given a provisional safety rating, and are still on the road.

Insurance companies acknowledge

Such a frank indictment of the industry is surprising. The fact is that profit for the vast majority of carriers has disappeared. Between 1978 and 1984 revenues increased by 47% while expenses were up by 51%. A major factor in this increase in expenses is rising administrative costs. Supervisory and white collar salaries have doubled since 1978 and insurance was up 20%, and fuel rose 92%. During the same time Teamster wages have risen little or decreased.

will happen, but when? Most often the blame for poor safety has been put on individual drivers.

Elizabeth Dole, head of the Department of Transportation has stated that she prefers "the excitement of the free market" to a more regulated environment, and President Reagan has pledged that we will see total deregulation during his term of office. In fact, the only concrete measure taken yet has been in proclaiming the week of January 26 thru February 1 as Truck Safety Week. That's nice, but it sure won't fix bad brakes.

Drivers to Blame?

The industry also points its finger at the driver for the cause of declining safety on the road. What's their solution? To develop a nationwide driver screening program. Many companies are already using the methods, like private investigation firms to look into police and insurance records, psychological testing, voice analysis and blood testing.

Technology now exists for what is called in the industry "Computerized Driver Control," a system to catch mistakes and monitor every movement. We may be entering the age when every driver has their own, computerized foreman.

The IBT has offered some proposals to end the disastrous safety conditions on the nation's highways. They are:

1. Strengthen the Federal Motor Carrier Safety Regulations.
2. Establish a safety fitness program for all new motor carrier entrants since 1980.
3. Ensure that the DOT conducts a health study that accurately reflects drivers concerns and problems.
4. Transfer jurisdiction for driver safety and health from the DOT to OSHA.
5. Authorize a study of the effects of deregulation on truck safety.
6. Continue close congressional oversight of the 1984 Safety Act.

While these proposals are all well and good, they still rely on an administration that is slow and bureaucratic at best, and hostile to workers' interests at worst.

A Real Solution

A positive solution may lie in returning some real power to the union to regulate its own affairs. How about backing up the right to refuse unsafe equipment with the power of the union and fighting for the right to strike over safety issues? It could be contractually agreed to make overtime and "70 hour slavery" optional, and establish union controlled safety committees.

The best solution once again becomes the biggest one—organizing the vast sectors of unorganized trucking, where safety and health are even less of a concern to the companies.

It's a big job, but a bigger problem. A good start would be to stop blaming the drivers and begin coming up with some positive and winnable solutions. We've got a health and safety department, and our union has enough resources to pay Jackie Presser \$755,000 per year. With that kind of money, giant strides could be made in the ongoing fight for better safety.

Drivers are taking the blame for trucking companies' shortcuts on maintenance and other safety measures

the problem. The National Association of Professional Insurance Agents has stated, "The intense competitive economic pressures of deregulation are forcing certain carriers to operate on the economic edge and forgo adequate maintenance...."

Spokespersons for the American Trucking Association (ATA) have indicated that with no working capital most of the industry is shut out of purchasing new equipment, and therefore cannibalizes old equipment to get by.

Deregulation works in favor of the biggest companies. Rate cutting has increased the market share of the very largest LTL carriers, who can afford to sacrifice some short-term profit for increased monopolization, while the smaller companies are forced to cut corners on equipment and maintenance.

The government hasn't offered any solution to this problem. In fact, the only question remaining about total deregulation of the industry is not if it

Save the Date for 1986 TDU Convention



October 25-26, 1986
Atlanta, Georgia

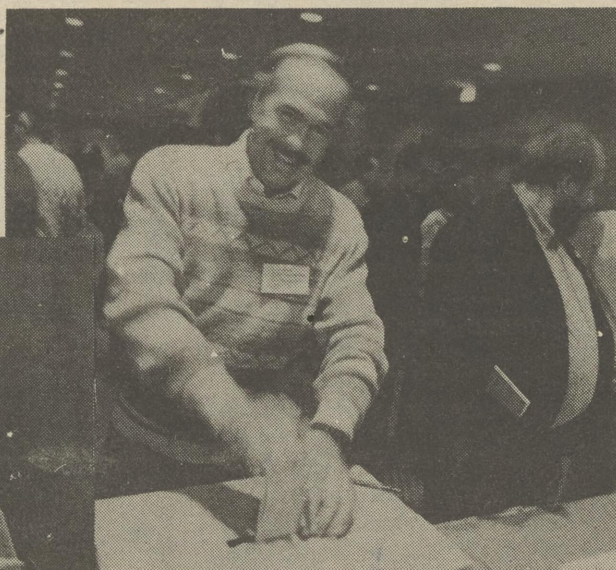


Photo by Bob Gumpert

Make your plans now for the eleventh annual Rank & File Convention, which for the first time ever will take place in the South. For more information on the Convention see article on page 4.